

Family-Friendly Policies for Training Grants

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FDP Meetings - Washington DC**

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Goal of Project

To conduct a survey of federal funders regarding policies on:

- family-friendly leave policies for intramural and extramural pre-doctoral, post-doctoral, and other training grants
- re-entry policies for women returning to work after raising children

Central Tasks

- Interview selected agencies to determine policies
- Conduct review of literature and practices related to family friendly policies and impact on STEM pipeline
- Network with NSF, NIH and other agency-sponsored STEM workforce development and broadening participation initiatives (such as Advance, MARC) to share outcomes
- Write and disseminate white paper on results
- Write and publish outcomes of study

Methods

- Conduct an internet search of family friendly policies and practices for intramural and extramural trainees among federal agencies participating in FDP
- Conduct content analysis of posted policies
- Conduct targeted interviews with agency staff to learn details of policies
- Conduct review of literature on outcomes of such policies

Project Timeline

February - April 2011:

Conduct Surveys, literature review, project team conferencing, review of web policies

May 2011:

Presentation at FDP

June - August 2011:

Write white paper related to outcomes, contact STEM Programs at NSF and NIH with outcomes, draft manuscript

September 2011:

Final presentation to FDP meetings

October 2011 - January 2012:

Author Publications

Agencies Contacted

- Air Force Office of Scientific Research (AFOSR)
- Army Research Office (ARO)
- Department of Agriculture (USDA)
- Department of Homeland Security (DHS)
- Environmental Protection Agency (EPA)
- National Aeronautics and Space Administration (NASA)
- National Institutes of Health (NIH)
- National Science Foundation (NSF)
- Office of Naval Research (ONR)
- US Army Medical Research and Materiel Command (AMRMC)

Information gathered regarding family leave related to birth/adoption/family illness

- Description of agency family leave policies due to the birth or adoption of a child or family illness for pre-doctoral, post-doctoral fellowships and other training grants
- Description of agency guidelines for grantees' use of funds for dependent care expenses
- Contingency policy for leaves of absence due to care-giving responsibilities, including budget period impacts
- Agency policies for parental leave for adoption
- Agency policies for internal employees with young children such as flexible work options
- Dissemination practices for policies

Information gathered related to re-entry of women following a period of raising children

- Agency support for women returning from maternity or family leave
- Identification and description of incentive programs and/or funding mechanisms specifically for women who are trying to re-enter their field after being away because they were raising children
- Discussion of early-career training programs characteristics (e.g. flexibility in the number of years post-doctoral that indicates someone is early-career)
- Discussion of agency approach for mentoring and/or training that target women who re-entering STEM careers

Location of written policies

Policy Sources

- Handbooks
- Links online
- Written policies

Policy links provided by agencies

- <http://www.wpafb.af.mil/afrl/afosr/>
- <http://www.arl.army.mil/www/default.cfm?page=29>
- <http://www.usda.gov/wps/portal/usda/usdahome>
- http://www.dhs.vic.gov.au/__data/assets/pdf_file/0020/245450/people_strategy.pdf
- <http://www.epa.gov/careers/benefits.html#sl>
- http://www.epa.gov/ocr/womenandgirls/docs/2010-03-epa_report_women_and_girls_final.pdf
- <http://nepis.epa.gov>
- <http://grants.nih.gov/grants/guide/pa-files/PA-08-191.html>
- <http://www.scienceprogress.org/2010/05/america-should-compete-for-women-scientists>
- http://www.nsf.gov/funding/pgm_summ.jsp?pims_id=5383&org=NSF&sel_org=XCUT&from=fund
- <http://www.onr.navy.mil/reports/FY07/polozier.pdf>
- <http://www.onr.navy.mil/career-job-opportunity/onr-job-eligibility.aspx>
- https://mrmc-www.army.mil/index.cfm?pageid=work.employment_opportunities

Preliminary Outcomes: Army Research Office

Family Leave related to birth/adoption/family illness

- No specific leave policies; to be determined by university.
- Universities could establish fund to support family leave and negotiate costs of fund into fringe rate.
- Grant extensions negotiated case-by-case; research considered time sensitive and ARO prefers to replace student whereas in case of PI leave, extension could be negotiated between PI and project officer.

Re-entry of women following period of childrearing

- None. Young Investigator Program limited to PhDs in past 5 years.

Preliminary Outcomes: Department of Energy

Family Leave related to birth/adoption/family illness

- DOE is strongly committed to gender equity and has sponsored several studies of gender equity in STEM fields which proposed:
 - Funding additional postdocs to keep a lab active during family leave
 - Ensuring childcare needs do not prevent attendance at professional meetings
 - Creating programs that enable early-career women to establish research programs leading to tenure and involve them as reviewers
- DoE involved with interagency group to develop common policy for maternity leave in graduate fellowships

Re-entry of women following period of childrearing

- 3-year graduate fellows can request up to 1 year deferral after first year
- New Early Career Research program supports investigators who have received PhD in last 10 years

Preliminary Outcomes: National Institutes of Health

Family Leave related to birth/adoption/family illness

- Trainees and fellows can take up to 60 days paid parental leave for either parent for birth or adoption. Training can be reduced to part time for family issues with advance approval from NIH.
- Parental leave can be charged to research grants.
- NIH employees, trainees and contractors have free access to work/life specialist for consultation.
- Universities can incorporate child care expenses fringe costs.

Re-entry of women following period of childrearing

- Intramural employees offered up to 8 weeks paid leave and extension of tenure clock up to 1 year.
- NIH has workgroups on young investigators managing dual careers and has conducted workshops on making academia more family-friendly

**Comments?
Questions?**